



# REAGAN ACADEMY

## PERFORMANCE PAY PLAN

### Teachers

The Board recognizes that quality teaching should be matched with quality compensation, and that providing incentive for higher performance will lead to greater student achievement and school success. The board therefore adopts the following policy regarding performance bonus pay for teachers.

#### Elements of the Performance Pay Plan

**Eligibility:** Teachers with a current teaching assignment are eligible to receive Performance Pay based on the teacher's individual performance using the elements and criteria outlined in the plan. Teachers who are terminated for cause or who are on formal probation are not eligible.

**Amount:** The amount of Performance Pay available is up to \$1500 per FTE. (This amount may increase or decrease commensurate with state funding under 53A-17a-148.) The actual amount earned will be based on the percentage of points earned according to the elements of this plan.

**Criteria:** High Performance Teaching includes these four elements:

- Impact on student learning gains
- Excellent teaching practice
- Professionalism and leadership
- Parent Satisfaction

#### Impact on Student Learning Gains

High Performing Teachers' students make more than one year's worth of growth while in their class. Teacher impact shall be measured using a value-added model of student assessment. These assessments will be both formal and informal. Students will take the *Measures of Academic Progress (MAP)* computer adaptive test three times a year in math and language arts as well as all state mandated testing. Informal classroom monitoring using *DIBELS*, *Six-Minute Fluency*, and *Math and Writing assessments* will also be considered. These provisions meet requirements described in the school's charter, and as required by Utah statute and rule.

Student progress will be measured student-by-student, not class-by-class. That is, a teacher's impact will be measured by the progress of his or her specific students over the course of the year that they were in the teacher's class. The *Average Student Learning Gain* will be calculated as the higher of the median or the mean of the individual growth of each measured student over the school year during which they were in the teacher's class.

Higher student growth means a higher score on the Impact on Student Learning Gains element of the Performance Pay model. The points range for this element is a sliding scale between 0 and 30 points.

Average Student Learning Gain	Points
Less than 1 year's growth	0
1 to 1.1 years' growth	8
1.1 to 1.25 years' growth	18
More than 1.25 years' growth	30

**Excellent Teaching Practice**

Quality classroom instruction and management is measured by qualified observers during in-classroom observations by Reagan Academy administration using standards outlined in the school's charter, developed by school administration, consistent with Board policy and approved evaluation standards, and fully explained to teachers.

Teachers must show they provide an atmosphere that supports partnership with parents and that promotes integrity and citizenship. The behavior of their class should add to the culture of respect and excellence in the school when they are out of the classroom as well. During the observation they will be scored on a 1-5 scale with 5 being the best score possible on the following dimensions:

<b>Instruction</b>	<b>Classroom Organization</b>
Content and structure	Behavior Management
Language and delivery	Procedures and Routines
Application and Assessment	Cleanliness and Safety
<b>Emotional Support</b>	<b>Student Outcomes</b>
Positive climate	Student Engagement
Regard for student perspectives	Student Understanding

Each teacher shall be observed for one half of an hour on three different occasions. Once in math, once in language arts, and once in the Core Knowledge area. Two members of administration will score the teacher during each observation. Both observers' scores will be averaged to determine one combined score for each of the three observations. The three combined observation scores count towards the overall score for the Teaching Practice element. The Performance Pay points range for this element is a sliding scale between 0 and 25 points, and the units for the points are based on the teacher's average score per dimension on the rubric.

<b>Average Observation Score Per Dimension</b>	<b>Points</b>
3.0 or lower avg. per dimension	0
Above 3.0 but below 3.5 avg. per dimension	10
3.5 to 4.0 avg. per dimension	15
Above 4.0 but below 4.5 avg. per dimension	20
Above 4.5 avg. per dimension	25
<b>Total Possible Points</b>	<b>25</b>

**Professionalism and Leadership**

High Performing Teachers contribute to the school community at large and serve as professional role models to fellow teachers and students alike. A teacher's professionalism, leadership, and quality are evaluated by the school administrative leadership team. Supervisors evaluate the teacher's strengths and weaknesses compared to the expected performance standard according to the Reagan Academy Teacher Guide. The Teacher Guide includes school expectations in regards to attendance, communication, participation in school collaboration groups and exercises, and ongoing efforts in professional development.

The Performance Pay points range for this element is a sliding scale between 0 and 25 points, and the units for the points are based on the teacher's percentage of criteria that meets or exceeds the expected performance standard.

<b>Percentage of Criteria meeting or exceeding expected standard</b>	<b>Points</b>
Less than 50 percent of criteria meeting or exceeding expectations	0
50 percent of criteria meeting or exceeding expectations	5
60 percent of criteria meeting or exceeding expectations	10
70 percent of criteria meeting or exceeding expectations	12
80 percent of criteria meeting or exceeding expectations	15
90 percent of percent of criteria meeting or exceeding expectations	20
100 percent of criteria meeting or exceeding expectations	25
<b>Total Possible Points</b>	<b>25</b>

### **Parent Satisfaction**

High Performing Teachers achieve high levels of satisfaction among their students and parents. Once annually during the final academic term, Reagan Academy shall survey parents on overall school operation, including satisfaction with teachers and administration. The Performance Pay points range for this element is a sliding scale between 0 and 20 points, and the units for the points are based on the percentage of parents rating their classroom teacher as satisfactory or higher.

<b>Percentage of Students and Parents Rating Satisfactory or Higher</b>	<b>Points</b>
Fewer than 70 percent of parents rate the teacher satisfactory or higher	0
70 percent of parents rate the teacher satisfactory or higher	5
80 percent of parents rate the teacher satisfactory or higher	10
90 percent of parents rate the teacher satisfactory or higher	20
<b>Total Possible Points</b>	<b>20</b>

### **Calculation of Final Score and Percentage of Pay**

Teachers' final scores will equal the sum of their scores in each of the four determining areas. A corresponding percentage of the total possible performance pay amount will be awarded using the following chart.

<b>Total Number of Points Earned</b>	<b>Performance Level</b>	<b>Percentage of Possible Performance Pay</b>
90-100	I	100%
80-89	II	75%
70-79	III	50%
65-69	IV	25%
Less Than 65	Doesn't Qualify	0%